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# AWARD RATES OF PAY INDEXES, AUSTRALIA, NOVEMBER 1991

## SUMMARY OF FINDINGS

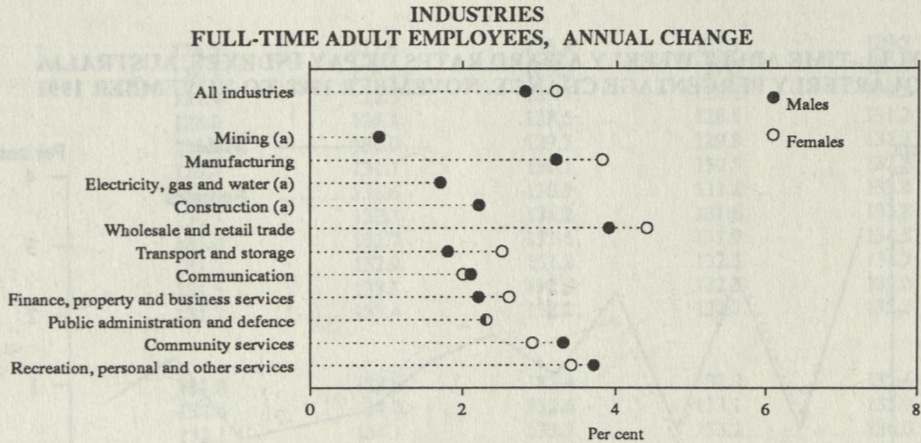
### Annual Movements (November 1990 to November 1991)

Over the 12 months to November 1991, the weekly award rates of pay index for full-time adult employees rose by 2.9 per cent. For full-time adult males and full-time adult females the indexes rose by 2.8 per cent and 3.2 per cent respectively.

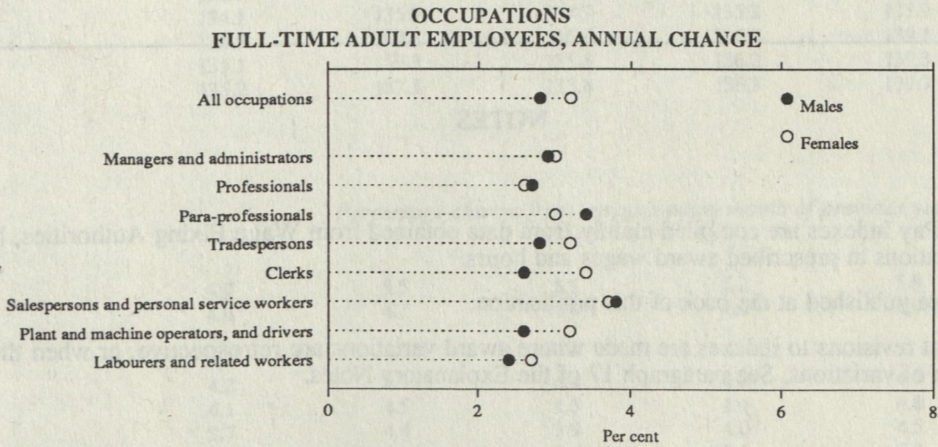
The largest movements over the period for full-time adult males occurred in the Wholesale and retail trade industry (3.9%) and in the Recreation, personal and other services industry (3.7%). For full-time adult

females the largest movements occurred in the Wholesale and retail trade industry (4.4%), in the Manufacturing industry (3.8%), and in the Recreation, personal and other services industry (3.4%).

In terms of occupation groups, the largest increases for full-time adult males were for Salespersons and personal service workers (3.8%) and Para-professionals (3.4%). For full-time adult females the largest increases were for Salespersons and personal service workers (3.7%) and Clerks (3.4%).



(a) Data not available for females in these industries.



### INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Andrew Gibbs on Canberra (06) 252 6581 or any ABS State office.
- for information about other ABS statistics and services please refer to the back page of this publication.



At the State level, the largest increases in the year to November 1991 for full-time adult males were in the Australian Capital Territory (4.3%) and in South Australia (3.4%). For full-time adult females the largest increases were in Queensland and in South Australia (both 3.9%).

**Monthly Movements (October 1991 to November 1991)**  
For the period October 1991 to November 1991 the weekly index for full-time adult employees recorded minimal change.

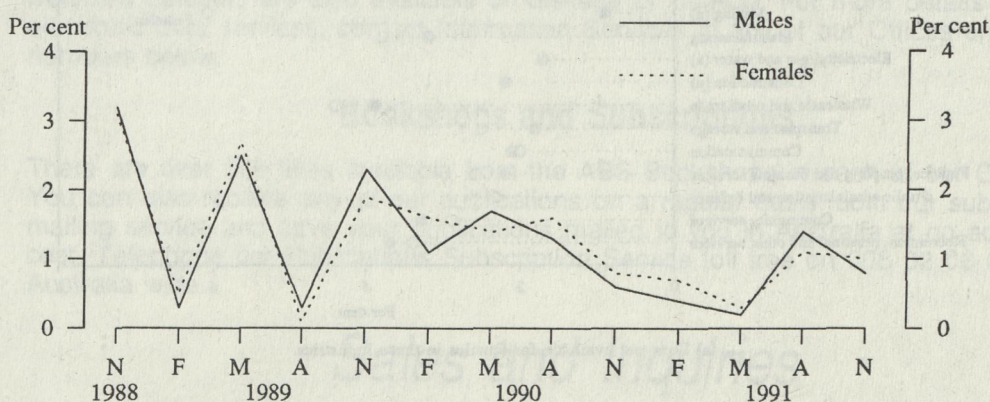
Small increases to male and female indexes did occur for a few industries and occupations. For males the index for the Finance, property and business services industry increased by 0.2 per cent. In terms of occupation groups the largest increase occurred for full-time adult female Tradespersons (0.2%).

There were no notable increases at the State level.

### Effects of National Wage Cases

The following graph of quarterly changes in the indexes shows a close alignment between National Wage Case decisions and peaks in the indexes. The peaks for the November quarter 1988 and the May quarter 1989 correspond to the September 1988 3 per cent and March 1989 \$10 increases, resulting from the August 1988 National Wage Case. The increases over the period from November quarter 1989 to August quarter 1990 are due predominantly to the effect of wage increases resulting from the August 1989 National Wage Case. Increases to award rates of pay granted under the April 1991 National Wage Case caused the increases in indexes over the August and November quarters. Wage variations from the August 1989 National Wage Case are continuing to flow through, although at a slower rate than previously.

**FULL-TIME ADULT WEEKLY AWARD RATES OF PAY INDEXES, AUSTRALIA  
QUARTERLY PERCENTAGE CHANGE, NOVEMBER 1988 TO NOVEMBER 1991**



### NOTES

The Award Rates of Pay Indexes are compiled mainly from data obtained from Wage Fixing Authorities, both Federal and State, relating to variations in prescribed award wages and hours.

Explanatory Notes are published at the back of this publication.

Users should note that revisions to indexes are made where award variations are retrospective, or when there is a delay in receipt of notification of variations. See paragraph 17 of the Explanatory Notes.

**W. McLENNAN**  
Acting Australian Statistician



TABLE 1. AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : AUSTRALIA  
BASE : JUNE 1985 = 100.0

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1985 —						
June	100.0	100.0	100.0	100.0	100.0	100.0
1986 —						
June	103.8	104.2	104.0	103.9	104.3	104.0
1987 —						
June	109.7	110.4	109.9	109.9	110.9	110.2
1988 —						
June	114.8	115.5	115.0	115.1	116.6	115.5
1989 —						
June	122.4	123.7	122.8	122.9	125.3	123.7
November	125.4	126.2	125.6	126.0	127.8	126.6
December	126.2	127.4	126.6	126.9	129.0	127.5
1990 —						
January	126.5	127.6	126.8	127.1	129.3	127.8
February	126.8	128.2	127.2	127.5	129.9	128.2
March	127.4	128.5	127.7	128.1	130.2	128.7
April	128.0	129.4	128.5	128.8	131.2	129.5
May	129.0	130.0	129.3	129.8	131.8	130.4
June	129.7	131.1	130.1	130.5	132.8	131.2
July	130.3	131.6	130.7	131.2	133.4	131.9
August	130.7	132.1	131.2	131.6	133.8	132.3
September	131.0	132.7	131.5	131.9	134.5	132.7
October	131.3	132.9	131.8	132.3	134.7	133.1
November	131.5	133.1	132.0	132.5	135.0	133.3
December	131.7	133.4	132.2	132.7	135.3	133.5
1991 —						
January	131.8	133.6	132.4	132.9	135.4	133.7
February	132.0	134.0	132.6	133.1	135.9	134.0
March	132.1	134.1	132.7	133.2	136.0	134.1
April	132.3	134.3	132.9	133.3	136.3	134.2
May	132.3	134.4	133.0	133.4	136.4	134.3
June	132.4	134.5	133.0	133.4	136.4	134.3
July	132.9	134.9	133.5	133.9	136.8	134.8
August	134.1	135.9	134.7	135.2	137.9	136.0
September	134.9	137.1	135.6	136.0	139.1	136.9
October	135.1	137.3	135.8	136.2	139.3	137.1
November	135.2	137.3	135.8	136.3	139.3	137.2

Percentage change from corresponding month of previous year

1990 —						
November	4.9	5.5	5.1	5.2	5.6	5.3
December	4.4	4.7	4.4	4.6	4.9	4.7
1991 —						
January	4.2	4.7	4.4	4.6	4.7	4.6
February	4.1	4.5	4.3	4.4	4.6	4.5
March	3.7	4.4	3.9	4.0	4.5	4.2
April	3.4	3.8	3.4	3.5	3.9	3.6
May	2.6	3.4	2.9	2.8	3.5	3.0
June	2.1	2.6	2.2	2.2	2.7	2.4
July	2.0	2.5	2.1	2.1	2.6	2.2
August	2.6	2.9	2.7	2.7	3.1	2.8
September	3.0	3.3	3.1	3.1	3.4	3.2
October	2.9	3.3	3.0	3.0	3.4	3.0
November	2.8	3.2	2.9	2.9	3.2	2.9



**TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Industry	1990				1991								
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>MALES</b>													
Mining	130.8	130.9	130.9	130.9	131.2	131.4	131.4	131.4	131.4	131.7	132.0	132.0	132.0
Manufacturing	134.2	134.3	134.6	135.0	135.0	135.2	135.3	135.3	135.5	137.2	138.1	138.3	138.5
Food, beverages and tobacco	131.3	131.5	131.6	132.2	132.3	132.4	132.4	132.5	132.5	133.3	134.3	134.8	134.8
Textiles; Clothing and footwear	143.3	143.3	143.4	143.5	143.6	144.3	144.7	144.7	144.9	145.5	147.5	149.0	149.0
Chemicals, petroleum, coal	131.6	131.7	131.9	132.0	132.1	132.4	132.4	132.4	132.5	134.0	134.9	135.0	135.0
Metal products, machinery and equipment	134.0	134.0	134.7	134.7	134.7	135.0	135.0	135.0	135.2	137.8	138.3	138.3	138.3
Basic metal products	131.9	131.9	132.2	132.2	132.2	133.0	133.0	133.0	133.4	135.9	136.6	136.7	136.7
Fabricated metal products;													
Other machinery and equipment	136.1	136.2	137.2	137.3	137.3	137.4	137.4	137.4	137.4	140.9	141.1	141.2	141.2
Transport equipment	132.8	132.8	133.1	133.1	133.1	133.2	133.3	133.3	133.7	135.2	135.7	135.7	135.7
Other manufacturing(a)	138.2	138.4	138.7	138.8	138.8	139.0	139.1	139.1	139.2	140.8	142.2	142.4	142.4
Construction	132.0	132.0	132.1	132.2	132.2	132.2	132.2	132.2	133.1	134.3	134.8	134.9	134.9
Wholesale and retail trade	134.1	134.4	134.6	134.9	135.1	135.3	135.4	135.5	135.8	136.6	138.8	139.3	139.4
Wholesale trade	133.6	133.9	134.1	134.4	134.6	134.8	134.9	134.9	135.3	136.4	137.9	138.4	138.5
Retail trade	134.5	134.9	135.0	135.4	135.5	135.8	135.9	136.0	136.2	136.7	139.6	140.1	140.1
Transport and storage	131.5	131.7	131.8	131.9	131.9	131.9	131.9	132.2	132.8	133.6	133.9	134.0	134.0
Finance, property and business services	128.8	128.9	129.0	129.2	129.2	129.2	129.2	129.2	130.3	130.6	131.3	131.4	131.6
Community services	129.0	129.2	129.4	129.4	129.9	130.1	130.2	130.2	131.3	132.3	133.1	133.1	133.2
All industries(b)	131.5	131.7	131.8	132.0	132.1	132.3	132.3	132.4	132.9	134.1	134.9	135.1	135.2
<b>FEMALES</b>													
Manufacturing	137.1	137.2	137.4	138.1	138.2	138.6	138.7	138.7	138.9	140.1	141.8	142.3	142.4
Food, beverages and tobacco	131.7	131.8	131.8	133.1	133.2	133.3	133.3	133.3	134.4	135.7	136.0	136.0	136.0
Textiles; Clothing and footwear	143.5	143.5	143.5	143.5	143.5	144.6	144.8	144.8	144.9	145.1	147.4	148.9	148.9
Metal products, machinery and equipment	136.0	136.0	136.5	137.2	137.2	137.4	137.4	137.4	137.7	140.3	141.3	141.5	141.5
Other manufacturing(a)	138.7	138.9	139.2	140.0	140.0	140.5	140.5	140.5	140.9	142.1	144.3	144.7	144.7
Wholesale and retail trade	133.2	133.6	133.7	134.6	134.8	135.1	135.1	135.2	135.9	136.7	138.4	139.0	139.0
Wholesale trade	132.6	132.7	132.7	134.3	134.4	134.7	134.7	134.7	135.1	136.2	138.1	138.5	138.5
Retail trade	133.5	134.1	134.3	134.7	135.0	135.4	135.4	135.5	136.3	137.0	138.5	139.2	139.2
Transport and storage	130.1	130.9	130.9	131.4	131.4	131.4	131.6	131.9	132.0	132.6	133.3	133.5	133.5
Finance, property and business services	130.0	130.0	130.1	130.8	130.8	130.9	130.9	130.9	131.6	132.3	133.3	133.4	133.4
Community services	133.3	133.7	134.0	134.1	134.3	134.5	134.6	134.6	135.0	135.9	137.1	137.1	137.1
All industries(b)	133.1	133.4	133.6	134.0	134.1	134.3	134.4	134.5	134.9	135.9	137.1	137.3	137.3
<b>PERSONS</b>													
Mining	130.8	130.9	130.9	130.9	131.2	131.4	131.4	131.5	131.5	131.8	132.1	132.1	132.1
Manufacturing	134.9	134.9	135.2	135.7	135.7	136.0	136.1	136.1	136.2	137.8	138.9	139.2	139.4
Food, beverages and tobacco	131.4	131.6	131.6	132.4	132.5	132.6	132.6	132.6	132.7	133.5	134.6	135.1	135.1
Textiles; Clothing and footwear	143.4	143.4	143.5	143.5	143.5	144.5	144.8	144.8	144.9	145.2	147.5	148.9	148.9
Chemicals, petroleum, coal	132.1	132.2	132.3	132.8	132.8	133.0	133.1	133.1	133.2	134.8	135.9	135.9	136.0
Metal products, machinery and equipment	134.3	134.3	134.9	135.1	135.1	135.3	135.4	135.4	135.6	138.2	138.7	138.8	138.8
Basic metal products	131.8	131.9	132.1	132.2	132.2	133.0	133.0	133.0	133.3	135.8	136.5	136.6	136.6
Fabricated metal products;													
Other machinery and equipment	136.0	136.1	137.0	137.3	137.3	137.4	137.4	137.4	137.5	140.8	141.2	141.3	141.3
Transport equipment	133.4	133.4	133.7	133.8	133.8	133.9	134.0	134.0	134.4	136.1	136.6	136.7	136.7
Other manufacturing(a)	138.3	138.5	138.7	139.0	139.0	139.3	139.3	139.3	139.5	141.0	142.6	142.8	142.8
Construction	131.9	131.9	132.1	132.2	132.2	132.2	132.2	132.2	133.1	134.3	134.8	134.9	134.9
Wholesale and retail trade	133.8	134.1	134.3	134.8	135.0	135.3	135.3	135.4	135.8	136.6	138.7	139.2	139.2
Wholesale trade	133.3	133.6	133.7	134.4	134.6	134.7	134.8	134.9	135.2	136.3	137.9	138.4	138.5
Retail trade	134.1	134.6	134.7	135.1	135.3	135.6	135.7	135.8	136.3	136.8	139.2	139.8	139.8
Transport and storage	131.3	131.6	131.6	131.8	131.8	131.8	131.9	132.2	132.7	133.5	133.8	133.9	133.9
Finance, property and business services	129.4	129.4	129.5	130.0	130.0	130.0	130.0	130.0	130.9	131.4	132.3	132.4	132.5
Community services	131.2	131.6	131.8	131.8	132.2	132.4	132.5	132.5	133.3	134.2	135.2	135.2	135.3
All industries(b)	132.0	132.2	132.4	132.6	132.7	132.9	133.0	133.0	133.5	134.7	135.6	135.8	135.8

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 31 of the Explanatory Notes.



TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA  
BASE : JUNE 1985 = 100.0

Occupation	1990					1991							
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
MALES													
Managers and administrators	128.1	128.4	128.5	128.7	128.8	128.9	129.0	129.0	129.7	130.8	131.6	131.8	131.9
Para-professionals	129.9	130.0	130.1	130.2	130.4	130.7	130.7	130.8	131.9	133.3	134.2	134.2	134.3
Engineering etc	129.1	129.1	129.5	129.5	129.5	129.5	129.6	129.6	129.8	131.7	132.2	132.2	132.4
Police	129.7	129.7	129.7	129.7	130.5	131.8	131.8	131.8	136.5	137.2	139.6	139.6	139.6
Other para-professionals	130.4	130.6	130.7	130.7	130.8	130.9	131.0	131.1	131.4	132.6	133.1	133.3	133.3
Tradespersons	132.6	132.6	132.9	133.2	133.2	133.3	133.4	133.4	133.6	135.1	136.0	136.2	136.3
Metal	133.4	133.4	134.0	134.0	134.0	134.1	134.1	134.2	134.3	136.4	136.9	136.9	137.0
Electrical and electronic	129.8	129.9	130.0	130.4	130.4	130.4	130.5	130.5	130.5	132.2	132.6	132.7	133.0
Building	132.4	132.5	132.5	132.6	132.6	132.6	132.6	132.7	133.6	134.7	135.4	135.5	135.5
Vehicle	134.8	134.8	134.9	135.2	135.2	135.2	135.4	135.4	135.5	136.2	139.3	139.3	139.3
Other	133.4	133.6	133.6	134.5	134.5	134.8	134.9	134.9	135.1	136.2	137.3	137.7	137.9
Clerks	130.2	130.4	130.5	130.7	130.9	130.9	130.9	131.0	131.5	133.0	133.6	133.7	133.7
Salespersons and personal service workers	131.7	132.3	132.5	132.7	132.7	132.9	132.9	133.0	133.7	134.4	135.7	136.5	136.7
Labourers and related workers	132.9	133.0	133.2	133.3	133.4	133.6	133.6	133.7	133.9	135.1	135.9	136.1	136.1
Trades assistants and factory hands	134.1	134.2	134.5	134.8	134.9	135.1	135.1	135.1	135.3	136.8	137.6	137.8	137.8
Construction and mining labourers	131.0	131.1	131.2	131.3	131.3	131.4	131.4	131.4	131.7	132.8	133.4	133.5	133.5
Other labourers	132.6	132.7	132.9	133.0	133.1	133.2	133.3	133.4	133.6	134.7	135.5	135.7	135.7
All occupation groups	131.5	131.7	131.8	132.0	132.1	132.3	132.3	132.4	132.9	134.1	134.9	135.1	135.2
FEMALES													
Managers and administrators	132.0	132.1	132.3	132.8	132.8	133.0	133.1	133.1	133.6	134.5	135.6	135.8	135.9
Para-professionals	139.7	139.9	140.0	140.0	140.1	140.5	140.7	140.7	141.3	142.2	143.9	143.9	143.9
Registered nurses	144.7	144.8	144.9	144.9	144.9	145.3	145.6	145.6	145.7	146.4	148.5	148.5	148.5
Other para-professionals	131.0	131.2	131.4	131.5	131.6	131.9	132.0	132.0	133.5	134.8	135.7	135.8	135.8
Tradespersons	134.2	134.4	134.5	134.8	134.9	135.4	135.8	135.8	135.9	136.9	137.7	138.2	138.5
Clerks	131.4	131.6	131.8	132.5	132.7	132.8	132.8	132.8	133.4	134.7	135.7	135.8	135.8
Stenographers	131.1	131.2	131.3	131.9	132.0	132.0	132.0	132.1	132.6	133.8	134.8	134.9	134.9
Receptionists	132.3	132.4	132.7	133.5	133.5	133.9	133.9	134.0	134.4	135.9	137.0	137.2	137.2
Salespersons and personal service workers	135.0	135.5	135.6	135.9	136.1	136.5	136.6	136.7	137.2	137.8	139.4	139.8	139.9
Labourers and related workers	133.4	133.6	133.7	133.9	134.0	134.2	134.3	134.3	134.4	135.6	136.7	136.9	137.0
Trades assistants and factory hands	136.6	136.8	137.1	137.3	137.3	137.6	137.7	137.7	137.8	139.8	140.9	141.2	141.2
Cleaners	127.7	127.7	127.8	127.8	127.8	127.8	127.9	128.0	128.0	128.6	129.5	129.6	129.6
Other labourers	132.9	133.1	133.2	133.4	133.5	133.7	133.8	133.8	134.0	134.7	135.9	136.1	136.2
All occupation groups	133.1	133.4	133.6	134.0	134.1	134.3	134.4	134.5	134.9	135.9	137.1	137.3	137.3
PERSONS													
Managers and administrators	128.9	129.1	129.3	129.5	129.6	129.7	129.8	129.8	130.5	131.6	132.4	132.6	132.7
Para-professionals	132.9	133.0	133.1	133.2	133.3	133.7	133.8	133.8	134.8	136.0	137.1	137.2	137.2
Engineering etc	129.2	129.2	129.5	129.6	129.6	129.6	129.6	129.6	129.8	131.7	132.2	132.3	132.4
Registered nurses	143.8	143.9	144.0	144.0	144.0	144.5	144.7	144.7	144.8	145.6	147.5	147.5	147.5
Police	129.8	129.8	129.8	129.8	130.6	131.8	131.8	131.8	136.8	137.7	140.1	140.1	140.1
Other para-professionals	129.9	130.1	130.2	130.3	130.4	130.4	130.5	130.6	130.9	132.2	132.7	132.8	132.8
Tradespersons	132.7	132.8	133.0	133.3	133.3	133.4	133.5	133.6	133.8	135.2	136.2	136.3	136.5
Metal	133.5	133.5	134.1	134.1	134.1	134.2	134.2	134.3	134.4	136.5	137.0	137.1	137.1
Electrical and electronic	130.0	130.0	130.2	130.5	130.5	130.6	130.6	130.6	130.6	132.4	132.8	132.9	133.2
Building	132.4	132.5	132.5	132.6	132.6	132.7	132.7	132.7	133.7	134.7	135.5	135.5	135.5
Vehicle	134.8	134.8	134.9	135.1	135.2	135.2	135.4	135.4	135.5	136.2	139.3	139.3	139.3
Clerks	130.9	131.1	131.2	131.8	131.9	132.0	132.0	132.1	132.6	134.0	134.8	134.9	134.9
Stenographers	131.0	131.1	131.2	131.8	131.8	131.9	131.9	132.0	132.5	133.7	134.6	134.8	134.8
Receptionists	131.7	131.8	132.0	132.6	132.7	132.9	132.9	133.0	133.4	134.9	135.8	136.0	136.0
Salespersons and personal service workers	133.3	133.9	134.0	134.3	134.4	134.7	134.8	134.8	135.5	136.1	137.6	138.1	138.3
Labourers and related workers	133.0	133.1	133.3	133.5	133.6	133.7	133.8	133.8	134.0	135.2	136.1	136.3	136.3
Trades assistants and factory hands	134.7	134.8	135.1	135.4	135.4	135.6	135.7	135.7	135.9	137.5	138.4	138.6	138.6
Construction and mining labourers	131.1	131.2	131.3	131.3	131.4	131.5	131.5	131.5	131.9	133.0	133.6	133.7	133.7
Cleaners	131.3	131.5	131.5	131.6	131.6	131.6	131.9	131.9	132.0	132.9	133.8	133.9	133.9
Other labourers	132.6	132.7	132.9	133.0	133.2	133.3	133.4	133.5	133.7	134.6	135.5	135.7	135.8
All occupation groups	132.0	132.2	132.4	132.6	132.7	132.9	133.0	133.0	133.5	134.7	135.6	135.8	135.8



**TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

<i>Month</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
<b>MALES</b>									
<i>1990 —</i>									
November	130.5	132.7	131.3	133.9	130.5	131.9	130.5	129.5	131.5
December	130.6	132.9	131.7	134.0	130.6	132.0	130.5	129.6	131.7
<i>1991 —</i>									
January	130.8	133.0	131.8	134.2	130.6	132.3	130.6	129.6	131.8
February	131.0	133.2	131.9	134.8	130.7	132.3	130.6	129.6	132.0
March	131.1	133.3	132.2	134.9	130.7	132.3	130.7	129.7	132.1
April	131.2	133.6	132.3	135.0	130.7	132.5	130.7	129.8	132.3
May	131.2	133.7	132.4	135.0	130.7	132.6	130.9	129.9	132.3
June	131.3	133.8	132.4	135.1	130.7	132.7	130.9	130.0	132.4
July	131.8	134.2	132.7	135.4	131.2	132.9	133.6	131.4	132.9
August	132.9	135.6	133.9	136.9	131.7	134.1	134.3	134.9	134.1
September	133.7	136.7	134.6	138.2	131.8	135.4	134.4	135.0	134.9
October	133.8	136.8	134.9	138.4	132.0	135.5	134.5	135.1	135.1
November	133.8	137.0	135.0	138.5	132.0	135.5	134.5	135.1	135.2
Annual change (%)	2.6	3.2	2.7	3.4	1.2	2.8	3.1	4.3	2.8
<b>FEMALES</b>									
<i>1990 —</i>									
November	132.0	135.0	132.2	134.9	131.1	132.1	134.2	132.8	133.1
December	132.1	135.2	133.6	134.9	131.2	132.2	134.2	133.0	133.4
<i>1991 —</i>									
January	132.3	135.3	133.6	135.0	131.5	133.5	134.4	133.0	133.6
February	133.2	135.3	133.7	135.5	131.5	133.5	134.4	133.0	134.0
March	133.3	135.4	134.3	135.6	131.5	133.5	134.7	133.4	134.1
April	133.6	135.6	134.6	136.1	131.6	133.7	134.8	133.5	134.3
May	133.7	135.7	134.7	136.1	131.6	133.7	135.0	133.5	134.4
June	133.7	135.7	134.7	136.2	131.6	133.8	135.1	133.7	134.5
July	134.2	136.1	134.9	136.3	131.8	134.1	137.6	134.3	134.9
August	135.0	137.4	135.9	137.7	132.1	135.5	138.1	137.0	135.9
September	136.2	138.6	137.3	139.7	132.2	136.6	138.4	137.0	137.1
October	136.5	138.7	137.4	140.0	132.8	136.9	138.8	137.3	137.3
November	136.5	138.8	137.4	140.1	132.8	136.9	138.8	137.3	137.3
Annual change (%)	3.4	2.8	3.9	3.9	1.3	3.6	3.4	3.4	3.2
<b>PERSONS</b>									
<i>1990 —</i>									
November	131.0	133.5	131.6	134.1	130.7	132.0	132.0	130.7	132.0
December	131.1	133.6	132.2	134.2	130.8	132.0	132.0	130.8	132.2
<i>1991 —</i>									
January	131.3	133.8	132.3	134.4	130.9	132.6	132.1	130.8	132.4
February	131.7	133.9	132.4	135.0	130.9	132.6	132.1	130.8	132.6
March	131.7	134.0	132.8	135.1	130.9	132.6	132.3	131.0	132.7
April	131.9	134.3	133.0	135.3	130.9	132.8	132.3	131.1	132.9
May	132.0	134.3	133.0	135.3	131.0	132.9	132.5	131.1	133.0
June	132.0	134.4	133.1	135.4	131.0	133.0	132.6	131.2	133.0
July	132.5	134.8	133.4	135.7	131.4	133.2	135.2	132.4	133.5
August	133.6	136.2	134.5	137.1	131.9	134.5	135.8	135.6	134.7
September	134.5	137.3	135.4	138.6	132.0	135.7	136.0	135.7	135.6
October	134.6	137.4	135.7	138.9	132.3	135.9	136.2	135.8	135.8
November	134.7	137.6	135.7	138.9	132.3	135.9	136.2	135.8	135.8
Annual change (%)	2.8	3.1	3.1	3.6	1.2	3.0	3.2	4.0	2.9



**TABLE 5. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE NOVEMBER 1990 TO NOVEMBER 1991**  
**BASE : JUNE 1985 = 100.0**

Industry	Annual change (%)								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
<b>MALES</b>									
Mining	-0.2	2.0	1.3	3.1	1.4	2.3	2.7	..	0.9
Manufacturing	3.1	3.7	2.9	3.3	1.0	3.5	2.8	2.1	3.2
Electricity, gas and water	1.0	1.3	1.5	7.7	0.1	0.6	2.3	2.5	1.7
Construction	2.5	2.5	2.3	2.9	0.9	2.3	0.6	1.5	2.2
Wholesale and retail trade	4.6	4.4	3.4	4.0	0.6	5.4	3.4	2.2	3.9
Transport and storage	1.2	2.2	2.4	3.0	1.4	2.6	1.3	2.8	1.8
Communication	2.5	1.2	2.6	2.4	2.4	1.9	2.5	2.5	2.1
Finance, property and business services	2.4	2.4	1.4	2.3	1.3	2.6	2.1	2.3	2.2
Public administration and defence(a)	1.7	2.4	1.9	3.0	2.6	1.2	2.6	3.4	2.3
Community services	2.3	3.5	4.3	3.1	0.5	3.3	9.6	8.9	3.3
Recreation, personal and other services	4.4	4.5	0.7	3.0	2.6	5.4	0.0	3.0	3.7
All industries(b)	2.6	3.2	2.7	3.4	1.2	2.8	3.1	4.3	2.8
<b>FEMALES</b>									
Manufacturing	4.4	3.5	3.7	4.3	2.8	3.5	0.6	3.0	3.8
Wholesale and retail trade	5.2	4.1	4.2	3.6	1.8	6.4	7.1	3.1	4.4
Transport and storage	2.3	2.8	2.8	2.3	2.4	4.7	4.2	3.5	2.5
Communication	2.5	1.3	1.8	1.7	1.9	1.2	2.5	2.5	2.0
Finance, property and business services	3.4	2.1	2.3	2.6	2.1	2.2	2.6	2.3	2.6
Public administration and defence(a)	1.6	2.3	2.0	4.9	2.9	2.5	2.8	2.6	2.3
Community services	2.6	2.1	5.5	4.3	0.2	2.9	3.9	4.4	2.9
Recreation, personal and other services	4.9	4.1	1.6	3.8	1.3	8.7	0.9	3.1	3.4
All industries(b)	3.4	2.8	3.9	3.9	1.3	3.6	3.4	3.4	3.2

(a) Excludes employees in the defence forces. (b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 31 of the Explanatory Notes.

**TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE NOVEMBER 1990 TO NOVEMBER 1991**  
**BASE : JUNE 1985 = 100.0**

Occupation	Annual change (%)								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
<b>MALES</b>									
Managers and administrators	2.7	3.5	2.3	2.9	1.1	2.9	5.3	3.5	2.9
Professionals	2.4	2.0	4.3	3.5	0.6	3.1	3.7	6.6	2.7
Para-professionals	2.7	4.2	3.0	3.6	1.2	2.2	10.4	9.8	3.4
Tradespersons	2.7	3.2	2.5	4.1	1.3	2.5	0.8	2.0	2.8
Clerks	2.9	2.2	3.2	2.8	1.7	2.3	2.5	3.0	2.6
Salespersons and personal service workers	3.9	4.0	4.7	4.0	0.5	4.8	3.9	2.8	3.8
Plant and machine operators, and drivers	2.2	4.0	1.8	3.0	1.4	2.4	1.8	2.6	2.6
Labourers and related workers	2.1	3.2	2.4	3.2	0.9	3.1	1.9	1.4	2.4
All occupation groups	2.6	3.2	2.7	3.4	1.2	2.8	3.1	4.3	2.8
<b>FEMALES</b>									
Managers and administrators	3.4	2.8	3.3	2.9	1.4	3.9	3.3	2.5	3.0
Professionals	1.8	1.3	8.2	4.9	0.2	2.9	4.4	4.8	2.6
Para-professionals	2.9	3.1	3.7	5.0	0.2	2.2	4.3	6.4	3.0
Tradespersons	3.3	3.3	3.0	4.5	1.5	3.1	2.7	2.6	3.2
Clerks	4.3	2.6	3.6	3.2	2.4	3.4	3.1	2.5	3.4
Salespersons and personal service workers	3.9	3.7	4.3	4.5	0.8	5.0	2.5	3.3	3.7
Plant and machine operators, and drivers	4.2	2.6	4.0	4.1	2.6	4.3	0.0	3.4	3.2
Labourers and related workers	2.0	3.6	2.5	3.3	0.8	3.9	2.7	2.3	2.7
All occupation groups	3.4	2.8	3.9	3.9	1.3	3.6	3.4	3.4	3.2

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 31 of the Explanatory Notes.



**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES AND TERRITORIES**  
**BASE : JUNE 1985 = 100.0**

Industry	NSW				Vic.				Qld				SA			
	1990		1991		1990		1991		1990		1991		1990		1991	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>																
Mining	132.1	131.9	131.9	131.9	131.5	134.0	134.1	134.1	131.3	133.0	133.0	133.0	130.6	134.6	134.6	134.6
Manufacturing	133.0	136.9	137.0	137.1	135.2	139.7	139.9	140.2	133.1	135.9	136.9	136.9	136.2	140.2	140.5	140.6
Food, beverages and tobacco	130.4	133.5	133.6	133.6	132.1	135.5	135.6	135.7	129.7	131.9	133.9	133.9	136.0	141.0	142.1	142.1
Textiles; Clothing and footwear	151.3	154.8	156.9	156.9	140.7	145.1	146.3	146.3	144.2	147.9	148.7	148.7	141.8	147.9	150.0	150.0
Chemicals, petroleum, coal	128.5	131.4	131.4	131.4	135.3	139.3	139.4	139.5	131.1	135.3	135.5	135.5	147.3	149.7	150.3	150.3
Metal products, machinery and equipment	132.8	136.7	136.7	136.8	133.9	138.9	139.0	139.0	136.0	140.5	140.6	140.6	135.5	138.9	139.0	139.0
Basic metal products	129.3	132.0	132.0	132.0	133.6	145.4	145.4	145.4	131.1	134.0	134.0	134.0	135.4	138.6	138.7	138.7
Fabricated metal products;																
Other machinery and equipment	134.6	139.6	139.6	139.6	136.6	142.2	142.2	142.2	137.8	142.7	142.9	142.9	138.7	144.8	145.0	145.0
Transport equipment	133.3	136.8	136.8	136.8	131.9	134.7	134.7	134.7	134.7	139.3	139.3	139.3	133.5	135.4	135.4	135.4
Other manufacturing(a)	137.3	141.9	141.9	141.9	141.8	147.7	147.8	147.8	131.8	132.2	132.4	132.4	138.0	142.5	142.9	142.9
Construction	130.6	133.8	133.9	133.9	133.4	136.5	136.8	136.8	131.1	134.1	134.1	134.1	133.6	137.5	137.5	137.5
Wholesale and retail trade	133.8	139.5	139.9	139.9	136.2	141.7	142.1	142.2	131.6	135.3	136.2	136.2	135.3	139.8	140.6	140.7
Wholesale trade	132.8	138.0	138.3	138.3	135.3	140.0	140.8	141.0	130.9	134.1	135.0	135.0	135.7	139.0	140.0	140.2
Retail trade	134.8	141.1	141.6	141.6	137.1	143.3	143.4	143.4	132.1	136.1	137.0	137.0	134.8	140.6	141.2	141.3
Transport and storage	129.6	131.3	131.3	131.3	132.9	135.5	135.9	135.9	132.2	135.3	135.3	135.3	135.0	139.1	139.1	139.1
Finance, property and business services	127.7	130.1	130.1	130.8	129.2	132.3	132.3	132.3	130.4	132.1	132.3	132.3	131.8	134.8	134.8	134.8
Community services	129.6	132.6	132.6	132.6	128.1	132.5	132.5	132.6	128.9	134.3	134.5	134.5	133.2	137.3	137.3	137.3
All industries(b)	130.5	133.7	133.8	133.8	132.7	136.7	136.8	137.0	131.3	134.6	134.9	135.0	133.9	138.2	138.4	138.5
<b>FEMALES</b>																
Manufacturing	135.1	140.6	141.1	141.1	139.5	143.8	144.3	144.3	134.9	138.5	139.9	139.9	135.9	141.2	141.7	141.7
Food, beverages and tobacco	130.6	135.0	135.0	135.0	134.5	137.7	137.7	137.7	130.4	133.7	135.2	135.2	130.0	137.0	137.0	137.0
Textiles; Clothing and footwear	148.2	153.2	155.6	155.6	142.0	145.2	146.2	146.2	143.7	149.3	151.5	151.5	145.0	150.9	153.3	153.3
Metal products, machinery and equipment	132.9	138.8	138.8	138.8	138.4	143.7	143.8	143.8	133.9	137.5	137.9	137.9	138.4	143.5	143.5	143.5
Other manufacturing(a)	135.1	141.7	141.7	141.7	143.4	150.4	150.4	150.4	134.5	136.6	136.6	136.6	138.5	141.8	143.2	143.2
Wholesale and retail trade	131.3	137.3	138.2	138.2	136.4	141.9	142.0	142.0	131.6	137.1	137.2	137.2	134.2	138.1	138.6	139.0
Wholesale trade	130.2	136.6	136.9	136.9	136.7	141.9	142.1	142.1	132.5	137.2	137.5	137.5	134.6	139.8	140.0	140.4
Retail trade	132.3	137.8	139.3	139.3	136.3	141.9	141.9	141.9	131.3	137.0	137.0	137.0	134.0	137.5	138.1	138.4
Transport and storage	127.7	130.8	130.8	130.8	132.5	136.2	136.2	136.2	130.5	134.1	134.1	134.1	133.5	136.6	136.6	136.6
Finance, property and business services	126.9	131.1	131.1	131.2	132.3	135.1	135.1	135.1	132.8	135.9	135.9	135.9	132.7	136.1	136.1	136.2
Community services	133.8	137.2	137.2	137.3	134.1	136.8	136.8	136.8	131.3	138.6	138.6	138.6	136.4	142.0	142.2	142.2
All industries(b)	132.0	136.2	136.5	136.5	135.0	138.6	138.7	138.8	132.2	137.3	137.4	137.4	134.9	139.7	140.0	140.1
<b>PERSONS</b>																
Mining	132.1	131.9	131.9	131.9	131.7	134.2	134.3	134.3	131.3	133.1	133.1	133.1	130.9	135.0	135.1	135.1
Manufacturing	133.4	137.7	137.8	137.9	136.3	140.8	141.0	141.3	133.4	136.3	137.4	137.4	136.1	140.5	140.8	140.9
Food, beverages and tobacco	130.4	133.9	133.9	133.9	132.5	135.9	136.0	136.1	129.9	132.2	134.1	134.1	133.2	139.2	139.7	139.7
Textiles; Clothing and footwear	149.3	153.8	156.1	156.1	141.5	145.2	146.3	146.3	143.9	148.9	150.6	150.6	144.1	150.0	152.3	152.3
Chemicals, petroleum, coal	129.3	133.0	133.0	133.0	135.4	139.6	139.7	139.8	131.4	135.5	135.8	135.8	141.5	144.8	145.4	145.7
Metal products, machinery and equipment	132.8	137.0	137.0	137.0	134.7	139.8	139.9	139.9	135.8	140.3	140.4	140.4	135.9	139.7	139.7	139.7
Basic metal products	129.1	131.8	131.8	131.8	133.8	145.3	145.4	145.4	131.2	134.1	134.1	134.1	135.5	138.8	138.9	138.9
Fabricated metal products;																
Other machinery and equipment	134.4	139.7	139.7	139.8	137.0	142.5	142.6	142.6	137.5	142.3	142.5	142.5	138.7	144.7	144.9	144.9
Transport equipment	133.2	136.8	136.8	136.8	133.1	136.3	136.3	136.3	134.7	139.3	139.3	139.3	134.3	136.8	136.8	136.8
Other manufacturing(a)	136.9	141.8	141.9	141.9	142.1	148.2	148.2	148.3	132.1	132.8	132.9	132.9	138.1	142.3	143.0	143.0
Construction	130.6	134.0	134.1	134.1	133.2	136.3	136.5	136.5	131.3	134.2	134.3	134.3	133.6	137.5	137.6	137.6
Wholesale and retail trade	132.9	138.7	139.3	139.3	136.3	141.8	142.1	142.1	131.6	135.9	136.5	136.5	134.9	139.2	139.9	140.1
Wholesale trade	131.9	137.5	137.8	137.8	135.6	140.5	141.1	141.2	131.3	134.8	135.6	135.6	135.4	139.2	140.0	140.2
Retail trade	133.9	139.8	140.7	140.7	136.8	142.8	142.9	142.9	131.8	136.5	137.0	137.0	134.5	139.2	139.8	140.1
Transport and storage	129.3	131.3	131.3	131.3	132.8	135.6	135.9	135.9	132.1	135.3	135.3	135.3	134.8	138.8	138.8	138.8
Finance, property and business services	127.3	130.6	130.6	130.9	130.9	133.8	133.8	133.8	131.6	133.9	134.0	134.0	132.3	135.4	135.4	135.5
Community services	131.8	135.1	135.1	135.1	131.2	134.7	134.7	134.8	130.2	136.5	136.6	136.6	134.8	139.6	139.7	139.7
All industries(b)	131.0	134.5	134.6	134.7	133.5	137.3	137.4	137.6	131.6	135.4	135.7	135.7	134.1	138.6	138.9	138.9

For footnotes see end of table.



**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES: INDUSTRY, STATES AND TERRITORIES—continued**  
**BASE: JUNE 1985 = 100.0**

Industry	WA				Tas.				NT				ACT			
	1990		1991		1990		1991		1990		1991		1990		1991	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>																
Mining	126.9	128.7	128.7	128.7	132.0	135.1	135.1	135.1	132.6	136.3	136.3	136.3	..	..	..	..
Manufacturing	134.8	135.8	136.2	136.2	135.6	140.3	140.4	140.4	131.5	134.1	135.1	135.1	131.2	134.0	134.0	134.0
Food, beverages and tobacco	132.7	132.8	132.8	132.8	132.7	136.8	136.8	136.9	128.7	136.5	139.7	139.7	139.7	145.7	145.7	145.7
Textiles; Clothing and footwear	147.7	156.0	160.8	160.8	140.4	146.1	148.0	148.0	..	..	..	..	..	..	..	..
Chemicals, petroleum, coal	132.9	132.9	132.9	132.9	132.3	135.7	135.7	135.7	..	..	..	..	..	..	..	..
Metal products, machinery and equipment	136.9	139.0	139.1	139.1	132.0	139.9	139.9	139.9	132.7	133.1	133.1	133.1	131.6	132.7	132.7	132.7
Basic metal products	139.2	143.6	143.6	143.6	131.5	139.8	139.8	139.8	132.0	132.0	132.0	132.0	133.1	133.1	133.1	133.1
Fabricated metal products; Other machinery and equipment	137.6	138.4	138.6	138.6	131.6	135.2	135.2	135.2	133.4	133.4	133.4	133.4	131.7	132.8	132.8	132.8
Transport equipment	130.2	130.2	130.2	130.2	137.6	144.6	144.6	144.6	134.1	137.0	137.0	137.0	129.4	129.4	129.4	129.4
Other manufacturing(a)	134.5	134.7	135.7	135.7	147.2	152.4	152.5	152.5	131.6	131.6	131.6	131.6	129.2	129.2	129.2	129.2
Construction	134.6	135.7	135.8	135.8	137.2	140.3	140.3	140.4	130.9	131.6	131.6	131.6	130.1	132.0	132.0	132.0
Wholesale and retail trade	133.7	134.3	134.5	134.5	128.3	134.6	135.1	135.1	132.7	136.5	137.3	137.3	132.1	134.7	135.0	135.0
Wholesale trade	133.8	134.3	134.5	134.5	131.1	136.1	136.2	136.2	130.7	134.7	135.9	135.9	134.9	139.2	139.2	139.2
Retail trade	133.7	134.3	134.6	134.6	126.2	133.6	134.4	134.4	133.4	137.1	137.7	137.7	131.0	133.1	133.4	133.4
Transport and storage	131.8	133.4	133.6	133.6	132.9	136.4	136.4	136.4	131.4	133.0	133.0	133.0	131.4	134.9	134.9	134.9
Finance, property and business services	127.5	129.1	129.1	129.1	130.3	133.6	133.6	133.6	128.5	131.2	131.2	131.2	127.8	130.4	130.7	130.7
Community services	125.0	125.6	125.6	125.6	130.3	134.6	134.6	134.6	129.5	141.9	141.9	141.9	128.8	140.3	140.3	140.3
All industries(b)	130.5	131.8	132.0	132.0	131.9	135.4	135.5	135.5	130.5	134.4	134.5	134.5	129.5	135.0	135.1	135.1
<b>FEMALES</b>																
Manufacturing	135.1	137.1	138.8	138.9	136.1	140.2	140.8	140.9	125.1	125.8	125.8	125.8	132.4	136.3	136.4	136.4
Food, beverages and tobacco	134.1	134.5	135.1	135.1	130.6	133.9	133.9	133.9	125.1	125.8	125.8	125.8	135.1	140.2	140.2	140.2
Textiles; Clothing and footwear	145.6	151.9	154.7	154.7	146.2	152.0	154.3	154.3	..	..	..	..	143.5	148.9	150.7	150.7
Metal products, machinery and equipment	133.7	135.4	137.9	137.9	138.8	144.8	144.8	144.8	..	..	..	..	132.1	135.8	136.1	136.1
Other manufacturing(a)	133.7	134.7	137.7	137.7	..	..	..	..	..	..	..	..	138.8	144.9	144.9	144.9
Wholesale and retail trade	136.0	136.7	138.5	138.5	126.1	133.9	134.1	134.1	128.6	134.9	137.3	137.7	132.9	136.6	137.0	137.0
Wholesale trade	134.3	134.3	136.6	136.6	130.5	135.7	136.1	136.1	127.0	133.0	136.0	136.0	133.5	138.6	139.0	139.0
Retail trade	136.4	137.4	139.0	139.0	125.1	133.6	133.6	133.6	129.4	135.9	138.0	138.6	132.8	136.3	136.8	136.8
Transport and storage	133.7	135.7	137.0	137.0	129.3	135.3	135.3	135.3	130.7	135.4	136.2	136.2	132.9	136.5	137.5	137.5
Finance, property and business services	129.8	131.9	132.5	132.5	129.8	132.7	132.7	132.7	130.7	133.7	134.1	134.1	130.6	131.5	133.7	133.7
Community services	128.7	128.9	129.0	129.0	133.1	136.7	136.9	136.9	137.8	143.1	143.1	143.1	134.0	139.8	140.0	140.0
All industries(b)	131.1	132.2	132.8	132.8	132.1	136.6	136.9	136.9	134.2	138.4	138.8	138.8	132.8	137.0	137.3	137.3
<b>PERSONS</b>																
Mining	126.9	128.6	128.6	128.6	132.0	135.1	135.1	135.1	132.8	136.4	136.4	136.4	..	..	..	..
Manufacturing	134.9	136.0	136.6	136.6	135.7	140.2	140.4	140.4	130.6	133.0	133.8	133.8	131.5	134.5	134.5	134.5
Food, beverages and tobacco	133.0	133.1	133.2	133.2	132.2	136.1	136.1	136.2	127.5	132.8	134.9	134.9	136.7	142.0	142.0	142.0
Textiles; Clothing and footwear	145.7	152.0	154.9	154.9	142.6	148.4	150.4	150.4	..	..	..	..	143.5	148.9	150.7	150.7
Chemicals, petroleum, coal	131.7	131.8	131.8	131.8	132.3	135.7	135.7	135.7	..	..	..	..	..	..	..	..
Metal products, machinery and equipment	136.6	138.7	139.0	139.0	132.2	140.0	140.0	140.0	132.7	133.1	133.1	133.1	131.7	133.3	133.3	133.3
Basic metal products	139.1	143.3	143.4	143.4	131.5	139.8	139.8	139.8	132.0	132.0	132.0	132.0	133.1	133.1	133.1	133.1
Fabricated metal products; Other machinery and equipment	137.0	138.0	138.6	138.6	131.6	135.2	135.2	135.2	133.4	133.4	133.4	133.4	131.7	133.4	133.4	133.4
Transport equipment	130.4	130.4	130.6	130.6	137.8	144.6	144.6	144.6	134.1	137.0	137.0	137.0	129.4	129.4	129.4	129.4
Other manufacturing(a)	134.4	134.7	135.8	135.8	147.2	152.4	152.5	152.5	131.6	131.6	131.6	131.6	130.5	131.3	131.3	131.3
Construction	134.3	135.6	135.8	135.8	137.1	140.2	140.2	140.3	130.5	131.5	131.7	131.7	130.0	132.0	132.0	132.0
Wholesale and retail trade	134.4	135.0	135.7	135.7	127.4	134.4	134.7	134.7	131.2	135.9	137.3	137.4	132.4	135.4	135.7	135.7
Wholesale trade	133.9	134.3	134.9	134.9	131.0	136.0	136.2	136.2	129.1	134.0	136.0	136.0	134.6	139.0	139.1	139.1
Retail trade	134.6	135.4	136.1	136.1	125.7	133.6	134.0	134.0	132.0	136.7	137.8	138.1	131.7	134.4	134.7	134.7
Transport and storage	132.0	133.6	134.0	134.0	132.4	136.2	136.2	136.2	131.2	133.5	133.6	133.6	131.5	135.1	135.2	135.2
Finance, property and business services	128.7	130.7	131.0	131.0	130.2	133.4	133.4	133.4	129.6	132.4	132.6	132.6	129.6	131.1	132.6	132.6
Community services	127.0	127.3	127.4	127.4	131.7	135.6	135.8	135.8	134.8	142.7	142.7	142.7	131.1	140.1	140.1	140.1
All industries(b)	130.7	132.0	132.3	132.3	132.0	135.7	135.9	135.9	132.0	136.0	136.2	136.2	130.7	135.7	135.8	135.8

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 31 of the Explanatory Notes.



**TABLE 8 . WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES AND TERRITORIES**  
**BASE : JUNE 1985 = 100.0**

Occupation	NSW				Vic.				Qld				SA			
	1990		1991		1990		1991		1990		1991		1990		1991	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>																
Managers and administrators	126.4	129.6	129.7	129.8	130.1	134.4	134.5	134.6	129.0	131.5	131.9	131.9	132.3	136.1	136.1	136.2
Para-professionals	130.3	133.8	133.8	133.8	129.5	134.7	134.7	135.0	129.8	133.5	133.7	133.7	132.3	137.1	137.1	137.1
Engineering etc	129.6	133.0	133.0	133.0	128.2	130.8	130.9	131.4	128.8	131.4	131.5	131.5	130.4	135.2	135.3	135.3
Police	132.8	138.6	138.6	138.6	130.4	144.4	144.4	144.4	127.9	136.6	136.6	136.6	132.7	140.7	140.7	140.7
Other para-professionals	129.7	132.2	132.3	132.3	130.1	133.3	133.4	133.5	130.7	133.3	133.7	133.7	133.5	136.9	136.9	136.9
Tradespersons	131.8	135.3	135.3	135.4	133.3	137.2	137.3	137.6	132.5	135.4	135.8	135.8	134.9	140.1	140.3	140.4
Metal	132.1	135.2	135.2	135.2	133.8	138.0	138.0	138.2	134.6	138.4	138.4	138.4	135.8	140.4	140.4	140.4
Electrical and electronic	130.7	133.8	133.8	133.8	127.4	128.9	129.1	130.6	130.3	132.7	132.9	132.9	131.3	138.7	138.9	138.9
Building	129.8	132.2	132.2	132.2	136.0	139.6	139.6	139.6	131.6	135.0	135.0	135.0	134.4	138.3	138.3	138.3
Vehicle	134.3	139.6	139.6	139.6	136.0	141.9	141.9	141.9	134.0	136.8	136.8	136.8	136.8	142.4	142.4	142.4
Other	132.6	136.8	137.1	137.5	134.9	139.7	139.7	139.8	131.5	133.8	135.4	135.5	136.9	141.0	141.9	142.4
Clerks	129.4	133.0	133.0	133.1	130.4	133.3	133.3	133.3	130.5	134.4	134.6	134.6	132.1	135.7	135.7	135.7
Salespersons and personal service workers	130.0	133.7	134.4	135.0	133.8	138.7	139.2	139.2	130.6	135.1	136.7	136.7	133.1	137.5	138.2	138.4
Labourers and related workers	131.2	133.9	133.9	134.0	135.0	139.1	139.2	139.2	132.6	135.2	135.7	135.7	135.3	139.3	139.5	139.6
Trades assistants and factory hands	132.4	135.7	135.8	135.8	136.6	141.2	141.2	141.3	132.4	135.0	135.7	135.7	136.6	140.8	141.1	141.1
Construction and mining labourers	128.1	129.8	129.8	129.8	134.5	137.8	137.9	137.9	132.0	134.9	135.1	135.1	133.4	138.0	138.0	138.0
Other labourers	131.8	134.4	134.5	134.6	133.3	137.3	137.5	137.5	132.9	135.6	135.9	135.9	134.7	138.2	138.4	138.6
All occupation groups	130.5	133.7	133.8	133.8	132.7	136.7	136.8	137.0	131.3	134.6	134.9	135.0	133.9	138.2	138.4	138.5
<b>FEMALES</b>																
Managers and administrators	129.5	133.5	133.8	133.9	134.6	138.2	138.3	138.4	133.8	138.2	138.2	138.2	133.2	136.9	137.0	137.1
Para-professionals	140.4	144.5	144.5	144.5	145.8	150.3	150.3	150.3	136.4	141.5	141.5	141.5	137.8	144.7	144.8	144.8
Registered nurses	145.3	148.6	148.6	148.7	155.3	159.6	159.6	159.6	138.6	144.0	144.0	144.0	140.1	148.6	148.6	148.6
Other para-professionals	132.4	137.6	137.6	137.6	131.9	136.6	136.6	136.8	131.2	135.3	135.4	135.4	133.8	138.0	138.1	138.1
Tradespersons	134.6	138.6	138.9	139.0	134.4	137.9	138.2	138.9	132.3	135.0	136.0	136.2	137.4	142.6	143.2	143.6
Clerks	130.0	135.5	135.6	135.6	132.2	135.6	135.6	135.6	131.9	136.6	136.6	136.6	132.7	137.0	137.0	137.0
Stenographers	129.5	134.5	134.5	134.5	131.3	134.7	134.7	134.7	131.8	134.6	134.6	134.6	132.9	137.2	137.2	137.2
Receptionists	130.1	136.5	136.6	136.6	133.1	137.2	137.2	137.2	134.1	137.6	137.6	137.6	133.7	137.6	137.6	137.6
Salespersons and personal service workers	134.7	139.0	139.8	140.0	137.9	142.8	142.9	142.9	132.3	137.9	138.0	138.1	135.0	140.0	140.6	141.0
Labourers and related workers	131.6	134.2	134.3	134.3	135.7	140.3	140.5	140.6	132.2	135.2	135.4	135.5	137.0	140.4	141.2	141.5
Trades assistants and factory hands	134.9	139.1	139.2	139.3	138.6	143.4	143.7	143.7	132.1	135.0	136.1	136.1	139.5	143.6	144.4	144.4
Cleaners	122.1	122.7	122.7	122.7	132.4	137.0	137.1	137.1	132.7	134.7	134.7	134.7	135.3	137.7	138.6	138.6
Other labourers	133.8	135.7	135.9	135.9	132.2	136.7	136.9	136.9	131.9	135.4	135.5	135.5	135.5	138.5	139.4	139.9
All occupation groups	132.0	136.2	136.5	136.5	135.0	138.6	138.7	138.8	132.2	137.3	137.4	137.4	134.9	139.7	140.0	140.1
<b>PERSONS</b>																
Managers and administrators	126.9	130.2	130.4	130.5	131.3	135.4	135.4	135.6	129.8	132.7	133.1	133.1	132.5	136.3	136.4	136.4
Para-professionals	133.3	137.0	137.0	137.0	134.8	139.8	139.8	140.0	131.6	135.6	135.8	135.8	133.6	138.9	138.9	138.9
Engineering etc	129.7	133.0	133.0	133.0	128.4	131.0	131.0	131.4	128.9	131.4	131.5	131.5	130.4	135.2	135.3	135.3
Registered nurses	145.5	148.8	148.8	148.9	151.1	155.0	155.0	155.0	138.6	143.9	143.9	143.9	140.1	148.5	148.5	148.5
Police	132.6	139.0	139.0	139.0	130.5	144.6	144.6	144.6	128.0	136.7	136.7	136.7	132.9	140.6	140.6	140.6
Other para-professionals	129.3	132.0	132.0	132.0	130.7	134.0	134.1	134.2	130.0	132.6	133.0	133.0	133.2	136.6	136.7	136.7
Tradespersons	132.0	135.5	135.6	135.7	133.4	137.2	137.3	137.7	132.4	135.4	135.8	135.9	135.0	140.2	140.4	140.5
Metal	132.2	135.4	135.4	135.4	133.9	138.2	138.2	138.4	134.7	138.4	138.4	138.4	135.9	140.5	140.6	140.6
Electrical and electronic	131.3	134.4	134.4	134.4	127.2	128.6	128.8	130.2	130.3	132.8	133.0	133.0	131.3	138.7	138.9	138.9
Building	129.9	132.3	132.3	132.3	136.0	139.6	139.6	139.6	131.6	135.1	135.1	135.1	134.4	138.3	138.3	138.3
Vehicle	134.3	139.6	139.6	139.6	135.9	141.6	141.7	141.7	134.0	136.8	136.8	136.8	136.8	142.4	142.4	142.4
Clerks	129.7	134.5	134.5	134.6	131.5	134.7	134.7	134.7	131.3	135.6	135.7	135.7	132.4	136.4	136.4	136.4
Stenographers	129.3	134.2	134.2	134.2	131.3	134.6	134.6	134.7	131.7	134.5	134.5	134.5	132.9	137.1	137.1	137.1
Receptionists	129.9	135.5	135.5	135.5	132.2	135.8	135.8	135.8	133.1	136.3	136.4	136.4	133.4	137.1	137.2	137.2
Salespersons and personal service workers	132.5	136.5	137.3	137.6	135.6	140.5	140.8	140.9	131.5	136.5	137.4	137.4	133.9	138.6	139.2	139.6
Labourers and related workers	131.3	133.9	134.0	134.0	135.2	139.4	139.6	139.6	132.5	135.2	135.6	135.7	135.7	139.6	139.9	140.1
Trades assistants and factory hands	133.0	136.5	136.6	136.6	137.2	141.8	141.9	142.0	132.4	135.0	135.7	135.7	137.3	141.5	141.9	141.9
Construction and mining labourers	128.2	130.0	130.0	130.0	134.5	137.9	138.0	138.0	132.0	134.9	135.2	135.2	133.2	137.7	137.7	137.7
Cleaners	128.0	129.3	129.4	129.4	134.2	138.4	138.4	138.4	132.9	135.4	135.7	135.7	135.4	139.0	139.5	139.5
Other labourers	132.4	135.0	135.2	135.2	132.6	136.6	136.9	136.9	132.5	135.5	135.7	135.7	135.0	138.2	138.7	139.0
All occupation groups	131.0	134.5	134.6	134.7	133.5	137.3	137.4	137.6	131.6	135.4	135.7	135.7	134.1	138.6	138.9	138.9

For footnotes see end of table.



**TABLE 8 . WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES AND TERRITORIES—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	WA				Tas.				NT				ACT			
	1990		1991		1990		1991		1990		1991		1990		1991	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>																
Managers and administrators	126.2	127.1	127.7	127.7	127.7	131.2	131.4	131.4	127.6	134.3	134.3	134.3	128.2	132.7	132.7	132.7
Para-professionals	127.6	128.9	129.1	129.1	129.9	132.5	132.7	132.7	126.7	140.0	140.0	140.0	128.6	141.2	141.2	141.2
Engineering etc	129.2	130.5	130.6	130.6	129.0	131.2	131.2	131.2	128.0	130.9	130.9	130.9	128.0	132.6	132.6	132.6
Police	122.0	125.0	125.0	125.0	125.6	128.7	128.7	128.7	122.8	151.9	151.9	151.9	125.9	152.3	152.3	152.3
Other para-professionals	128.7	129.5	129.7	129.7	132.0	134.8	135.2	135.2	132.5	135.7	135.7	135.7	135.7	137.5	137.5	137.5
Tradespersons	131.5	133.1	133.3	133.3	132.7	135.8	136.0	136.0	131.6	132.7	132.7	132.7	131.4	134.1	134.1	134.1
Metal	133.2	134.6	134.6	134.6	132.7	136.8	136.9	136.9	132.3	132.6	132.6	132.6	129.0	132.0	132.0	132.0
Electrical and electronic	130.3	131.8	131.8	131.8	129.5	130.9	131.0	131.0	129.6	130.8	130.8	130.8	131.7	134.6	134.6	134.6
Building	131.2	132.9	133.7	133.7	134.5	138.7	138.7	139.1	129.8	131.1	131.1	131.1	131.1	130.6	132.5	132.5
Vehicle	133.2	134.7	134.8	134.8	132.5	133.9	134.8	134.8	134.2	136.3	136.3	136.3	132.8	133.7	133.7	133.7
Other	130.7	132.4	132.8	132.8	135.9	140.5	140.8	140.9	132.7	133.6	133.6	133.6	131.6	135.1	135.1	135.1
Clerks	131.0	132.8	133.2	133.2	130.6	133.5	133.6	133.6	129.8	133.1	133.1	133.1	129.8	133.6	133.7	133.7
Salespersons and personal service workers	133.4	133.8	134.1	134.1	129.2	135.0	135.4	135.4	131.7	135.8	136.9	136.9	130.4	133.9	134.1	134.1
Labourers and related workers	132.2	133.3	133.4	133.4	133.8	137.9	138.0	138.0	132.0	134.4	134.5	134.5	130.2	132.1	132.1	132.1
Trades assistants and factory hands	133.4	134.2	134.4	134.4	134.7	138.1	138.3	138.3	132.4	133.9	133.9	133.9	130.0	132.1	132.1	132.1
Construction and mining labourers	131.3	132.9	133.0	133.0	134.9	137.9	137.9	137.9	130.8	133.1	133.1	133.1	129.9	130.7	130.7	130.7
Other labourers	131.8	132.7	132.8	132.8	132.7	137.7	137.9	137.9	132.5	135.4	135.7	135.7	130.5	132.9	132.9	132.9
All occupation groups	130.5	131.8	132.0	132.0	131.9	135.4	135.5	135.5	130.5	134.4	134.5	134.5	129.5	135.0	135.1	135.1
<b>FEMALES</b>																
Managers and administrators	129.4	130.6	131.1	131.1	127.7	132.5	132.6	132.6	137.6	141.8	142.2	142.2	130.6	133.7	133.9	133.9
Para-professionals	131.8	131.9	132.0	132.0	137.8	140.8	140.8	140.8	141.8	147.9	147.9	147.9	141.3	150.3	150.3	150.3
Registered nurses	135.4	135.4	135.4	135.4	141.6	144.5	144.5	144.5	145.0	149.2	149.2	149.2	154.0	158.5	158.5	158.5
Other para-professionals	124.2	124.7	124.9	124.9	129.8	133.1	133.2	133.2	131.3	143.7	143.7	143.7	129.9	142.9	142.9	142.9
Tradespersons	134.2	136.0	136.2	136.2	131.5	135.4	135.4	135.5	130.0	133.3	133.5	133.5	135.2	138.7	138.8	138.8
Clerks	132.0	133.9	135.1	135.1	131.7	135.9	136.2	136.2	130.3	133.8	134.3	134.3	132.2	135.1	135.5	135.5
Stenographers	130.9	132.5	133.7	133.7	132.3	135.9	136.1	136.1	129.3	133.0	134.3	134.3	133.8	136.8	137.2	137.2
Receptionists	133.6	135.6	136.9	136.9	136.7	145.5	145.7	145.7	131.9	135.6	136.0	136.0	131.7	134.1	135.1	135.1
Salespersons and personal service workers	134.3	135.1	135.4	135.4	129.5	135.6	136.0	136.0	136.2	139.0	139.4	139.5	135.7	140.1	140.2	140.2
Labourers and related workers	132.3	133.2	133.4	133.4	131.2	136.3	136.3	136.3	132.6	135.5	136.3	136.3	133.8	136.9	136.9	136.9
Trades assistants and factory hands	135.9	137.0	137.3	137.3	133.1	136.8	137.1	137.1	135.3	138.4	138.4	138.4	133.2	137.0	137.0	137.0
Cleaners	129.6	130.2	130.2	130.2	132.2	137.3	137.3	137.3	134.2	136.4	136.4	136.4	132.5	132.5	132.5	132.5
Other labourers	132.3	133.2	133.3	133.3	130.2	135.7	135.7	135.7	135.7	131.5	134.8	136.0	136.0	137.2	140.8	140.8
All occupation groups	131.1	132.2	132.8	132.8	132.1	136.6	136.9	136.9	134.2	138.4	138.8	138.8	132.8	137.0	137.3	137.3
<b>PERSONS</b>																
Managers and administrators	127.1	128.1	128.6	128.6	127.7	131.4	131.6	131.6	129.4	135.7	135.7	135.7	128.5	132.8	132.8	132.8
Para-professionals	129.2	130.1	130.2	130.2	132.1	134.8	134.9	134.9	133.4	143.5	143.5	143.5	131.8	143.5	143.5	143.5
Engineering etc	129.0	130.5	130.7	130.7	129.1	131.3	131.3	131.3	128.0	131.0	131.0	131.0	128.1	132.6	132.6	132.6
Registered nurses	135.3	135.3	135.3	135.3	141.9	144.6	144.6	144.6	145.0	149.3	149.3	149.3	155.2	160.1	160.1	160.1
Police	122.0	125.0	125.0	125.0	125.7	128.8	128.8	128.8	123.3	152.1	152.1	152.1	125.9	152.4	152.4	152.4
Other para-professionals	126.7	127.4	127.6	127.6	129.7	132.6	133.1	133.1	132.9	136.0	136.0	136.0	129.5	135.7	135.7	135.7
Tradespersons	131.7	133.3	133.5	133.5	132.7	135.8	136.0	136.0	131.6	132.7	132.7	132.7	131.7	134.4	134.4	134.4
Metal	133.2	134.6	134.6	134.6	132.7	136.7	136.8	136.8	132.3	132.7	132.7	132.7	129.1	132.1	132.1	132.1
Electrical and electronic	130.3	131.8	131.9	131.9	129.5	130.9	131.0	131.0	129.6	130.8	130.8	130.8	132.4	135.4	135.4	135.4
Building	131.2	133.0	133.7	133.7	134.5	138.7	138.7	139.1	129.8	131.1	131.1	131.1	130.6	132.5	132.5	132.5
Vehicle	133.2	134.7	134.8	134.8	132.5	133.9	134.8	134.8	134.2	136.3	136.3	136.3	132.7	133.6	133.6	133.6
Clerks	131.6	133.4	134.3	134.3	131.1	134.7	134.9	134.9	130.1	133.6	133.9	133.9	131.1	134.4	134.7	134.7
Stenographers	130.9	132.7	133.8	133.8	132.2	135.8	136.0	136.0	129.5	133.2	134.3	134.3	133.4	136.5	136.9	136.9
Receptionists	132.9	134.9	135.9	135.9	134.5	141.1	141.4	141.4	131.3	134.9	135.2	135.2	131.0	134.0	134.6	134.6
Salespersons and personal service workers	133.9	134.5	134.8	134.8	129.4	135.3	135.7	135.7	135.2	138.3	138.8	139.0	132.8	136.7	136.8	136.8
Labourers and related workers	132.2	133.3	133.4	133.4	133.2	137.5	137.7	137.7	132.2	134.8	135.1	135.1	130.6	132.5	132.5	132.5
Trades assistants and factory hands	133.7	134.5	134.7	134.7	134.5	138.0	138.2	138.2	132.7	134.4	134.4	134.4	130.5	132.9	132.9	132.9
Construction and mining labourers	131.2	132.8	132.9	132.9	134.7	137.7	137.7	137.7	131.1	133.4	133.4	133.4	129.9	130.7	130.7	130.7
Cleaners	132.0	132.8	133.0	133.0	132.0	139.2	139.2	139.2	133.9	136.5	136.5	136.5	130.3	131.3	131.3	131.3
Other labourers	131.7	132.6	132.7	132.7	132.1	136.7	136.8	136.8	131.8	134.9	135.6	135.6	131.5	134.9	134.9	134.9
All occupation groups	130.7	132.0	132.3	132.3	132.0	135.7	135.9	135.9	132.0	136.0	136.2	136.2	130.7	135.7	135.8	135.8

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 31 of the Explanatory Notes.



**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry	NSW				Vic.				Qld			
	1990		1991		1990		1991		1990		1991	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
MALES												
Mining	132.2	132.0	132.0	131.9	132.6	135.1	135.2	135.2	131.8	133.5	133.5	133.5
Manufacturing	134.0	138.0	138.0	138.2	135.8	140.6	140.7	141.1	134.8	137.9	138.9	138.9
Food, beverages and tobacco	131.4	134.6	134.7	134.7	133.8	137.3	137.4	137.5	131.8	134.0	135.9	135.9
Textiles; Clothing and footwear	151.6	155.1	157.2	157.2	141.2	145.7	146.9	146.9	144.2	147.9	148.7	148.7
Chemicals, petroleum, coal	130.3	133.2	133.2	133.3	135.8	139.8	139.9	140.1	132.4	136.6	136.6	136.6
Metal products, machinery and equipment	133.2	137.2	137.2	137.2	134.2	139.3	139.3	139.3	137.2	142.0	142.1	142.1
Basic metal products	129.4	132.1	132.1	132.1	133.8	145.6	145.7	145.7	131.1	135.6	135.6	135.6
Fabricated metal products; Other machinery and equipment	135.1	140.1	140.1	140.1	137.0	142.7	142.7	142.7	138.3	143.2	143.4	143.4
Transport equipment	133.9	137.4	137.4	137.4	132.1	134.9	134.9	134.9	138.5	143.2	143.3	143.3
Other manufacturing(a)	137.8	142.3	142.4	142.4	142.2	148.1	148.2	148.2	135.2	135.7	135.8	135.8
Construction	130.8	134.1	134.1	134.1	133.6	136.7	137.0	137.0	133.6	136.6	136.7	136.7
Wholesale and retail trade	137.1	143.0	143.4	143.4	138.7	144.3	144.7	144.8	134.3	138.5	139.4	139.4
Wholesale trade	135.4	140.7	141.0	141.0	137.2	142.0	142.8	143.0	132.2	135.6	136.4	136.4
Retail trade	139.0	145.5	146.0	146.0	140.1	146.5	146.6	146.6	135.8	140.5	141.4	141.4
Transport and storage	130.8	132.7	132.7	132.7	133.1	135.7	136.0	136.0	136.6	139.9	139.9	139.9
Finance, property and business services	129.3	131.7	131.7	132.4	130.3	133.4	133.4	133.4	131.6	133.4	133.6	133.6
Community services	128.9	131.5	131.5	131.5	128.3	132.7	132.7	132.8	129.9	135.3	135.5	135.5
All industries(b)	131.3	134.5	134.6	134.7	133.5	137.6	137.7	137.9	133.2	136.5	136.9	136.9
FEMALES												
Manufacturing	137.5	143.2	143.7	143.7	140.7	145.3	145.8	145.8	137.7	141.4	142.8	142.8
Food, beverages and tobacco	131.8	136.2	136.3	136.3	136.8	140.1	140.1	140.1	133.3	136.9	138.4	138.4
Textiles; Clothing and footwear	148.4	153.4	155.9	155.9	142.4	145.7	146.7	146.7	144.1	149.8	151.9	151.9
Metal products, machinery and equipment	135.3	141.4	141.5	141.5	140.3	145.8	145.8	145.8	138.7	142.4	142.8	142.8
Other manufacturing(a)	137.9	144.7	144.7	144.7	144.8	152.1	152.1	152.1	138.2	140.3	140.3	140.3
Wholesale and retail trade	134.7	140.8	141.8	141.8	140.3	146.0	146.1	146.1	134.9	141.9	142.0	142.0
Wholesale trade	134.4	141.1	141.4	141.4	141.9	147.5	147.6	147.6	137.9	143.1	143.4	143.4
Retail trade	135.0	140.6	142.1	142.1	139.6	145.3	145.3	145.3	133.9	141.5	141.5	141.5
Transport and storage	128.9	131.9	131.9	131.9	135.9	139.8	139.8	139.8	132.6	136.3	136.3	136.3
Finance, property and business services	132.5	137.5	137.5	137.6	134.4	137.2	137.2	137.2	136.3	139.7	139.7	139.7
Community services	133.8	137.2	137.2	137.2	135.2	137.9	137.9	137.9	132.8	140.1	140.1	140.1
All industries(b)	133.9	138.3	138.5	138.5	136.7	140.4	140.5	140.6	134.2	139.6	139.7	139.8
PERSONS												
Mining	132.2	132.1	132.0	132.0	133.0	135.5	135.7	135.7	131.9	133.7	133.7	133.7
Manufacturing	134.7	139.0	139.2	139.3	137.1	141.8	142.0	142.3	135.3	138.5	139.5	139.5
Food, beverages and tobacco	131.5	135.0	135.0	135.0	134.4	137.9	137.9	138.0	132.0	134.5	136.4	136.4
Textiles; Clothing and footwear	149.6	154.0	156.4	156.4	142.0	145.7	146.7	146.7	144.1	149.2	150.9	150.9
Chemicals, petroleum, coal	132.4	136.3	136.3	136.3	136.3	140.5	140.6	140.7	133.5	137.6	137.6	137.6
Metal products, machinery and equipment	133.5	137.7	137.7	137.8	135.3	140.5	140.5	140.5	137.3	142.0	142.1	142.1
Basic metal products	129.2	131.9	131.9	131.9	134.4	145.9	145.9	145.9	131.6	136.1	136.1	136.1
Fabricated metal products; Other machinery and equipment	135.4	140.7	140.7	140.8	137.8	143.5	143.5	143.5	138.3	143.1	143.3	143.3
Transport equipment	133.9	137.6	137.6	137.6	133.4	136.7	136.7	136.7	138.6	143.3	143.3	143.3
Other manufacturing(a)	137.8	142.8	142.8	142.8	142.7	148.8	148.9	148.9	135.6	136.3	136.4	136.4
Construction	131.1	134.5	134.5	134.6	133.5	136.6	136.9	136.9	133.8	136.8	136.9	136.9
Wholesale and retail trade	136.3	142.2	142.8	142.8	139.2	144.9	145.2	145.2	134.5	139.6	140.2	140.2
Wholesale trade	135.1	140.8	141.1	141.1	138.3	143.3	144.0	144.1	133.5	137.3	138.0	138.0
Retail trade	137.4	143.6	144.5	144.5	139.9	146.0	146.1	146.1	135.1	140.9	141.4	141.4
Transport and storage	130.6	132.6	132.6	132.6	133.4	136.2	136.5	136.5	136.3	139.6	139.6	139.6
Finance, property and business services	130.7	134.3	134.3	134.7	132.5	135.4	135.4	135.4	133.9	136.4	136.5	136.5
Community services	131.7	134.6	134.6	134.7	131.9	135.4	135.4	135.5	131.5	137.9	138.0	138.0
All industries(b)	132.1	135.7	135.8	135.9	134.5	138.5	138.6	138.7	133.5	137.5	137.8	137.8

For footnotes see end of table.



**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	SA				WA				Tas.			
	1990		1991		1990		1991		1990		1991	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	130.8	134.7	134.8	134.8	127.0	128.8	128.8	128.8	133.3	136.3	136.3	136.3
Manufacturing	136.7	140.8	141.1	141.2	135.3	136.3	136.7	136.7	136.5	141.2	141.3	141.3
Food, beverages and tobacco	137.2	142.4	143.4	143.4	134.0	134.1	134.1	134.1	136.3	140.6	140.6	140.6
Textiles; Clothing and footwear	143.9	150.1	152.2	152.2	147.7	156.0	160.8	160.8	140.5	146.2	148.1	148.1
Chemicals, petroleum, coal	147.3	149.7	150.3	150.3	132.9	132.9	132.9	132.9	132.5	135.9	135.9	135.9
Metal products, machinery and equipment	135.6	139.0	139.1	139.1	137.1	139.2	139.2	139.2	132.2	140.1	140.1	140.1
Basic metal products	135.7	138.8	138.9	138.9	139.2	143.6	143.6	143.6	131.5	139.8	139.8	139.8
Fabricated metal products;												
Other machinery and equipment	138.8	144.9	145.1	145.1	137.9	138.7	138.9	138.9	131.6	135.2	135.2	135.2
Transport equipment	133.5	135.4	135.4	135.4	130.3	130.3	130.3	130.3	139.2	146.3	146.3	146.3
Other manufacturing(a)	138.1	142.6	143.1	143.1	134.6	134.9	135.8	135.8	147.3	152.5	152.7	152.7
Construction	134.6	138.5	138.6	138.6	135.0	136.2	136.3	136.3	137.4	140.6	140.6	140.6
Wholesale and retail trade	138.6	143.3	144.2	144.3	136.1	136.7	137.0	137.0	132.6	139.2	139.7	139.7
Wholesale trade	138.0	141.5	142.5	142.6	135.6	136.0	136.2	136.2	133.0	138.1	138.2	138.2
Retail trade	139.3	145.3	145.9	146.0	136.4	137.1	137.4	137.4	132.3	139.9	140.8	140.8
Transport and storage	135.1	139.2	139.2	139.2	132.1	133.7	133.9	133.9	133.3	136.8	136.8	136.8
Finance, property and business services	133.3	136.2	136.2	136.2	127.9	129.6	129.6	129.6	131.1	134.4	134.4	134.4
Community services	134.3	138.4	138.4	138.4	127.5	128.0	128.0	128.0	131.2	135.4	135.5	135.5
All industries(b)	134.9	139.3	139.5	139.5	131.7	133.0	133.2	133.2	132.8	136.3	136.5	136.5
<b>FEMALES</b>												
Manufacturing	138.3	143.8	144.2	144.3	137.0	138.9	140.8	140.8	136.9	141.0	141.7	141.7
Food, beverages and tobacco	135.0	142.3	142.3	142.3	135.0	135.4	136.0	136.0	131.7	135.0	135.0	135.0
Textiles; Clothing and footwear	145.2	151.0	153.4	153.4	145.6	151.9	154.7	154.7	146.2	152.1	154.4	154.4
Metal products, machinery and equipment	139.1	144.3	144.3	144.3	136.5	138.2	140.8	140.8	138.8	144.8	144.8	144.8
Other manufacturing(a)	139.9	143.2	144.6	144.6	138.1	139.1	142.3	142.3	..	..	..	..
Wholesale and retail trade	140.0	144.2	144.6	145.0	141.4	142.1	144.0	144.0	132.0	140.3	140.5	140.5
Wholesale trade	140.8	146.3	146.5	146.9	139.9	139.9	142.3	142.3	133.9	139.2	139.7	139.7
Retail trade	139.7	143.4	143.9	144.3	141.8	142.8	144.4	144.4	131.6	140.6	140.6	140.6
Transport and storage	134.9	138.0	138.1	138.1	137.0	139.0	140.3	140.3	135.8	142.1	142.1	142.1
Finance, property and business services	136.6	140.0	140.0	140.1	130.3	132.4	133.0	133.0	131.4	134.3	134.3	134.3
Community services	137.0	141.6	141.9	141.9	130.9	131.1	131.3	131.3	133.1	136.6	136.8	136.8
All industries(b)	137.3	141.8	142.1	142.2	133.4	134.6	135.3	135.3	133.4	137.9	138.2	138.2
<b>PERSONS</b>												
Mining	131.3	135.5	135.5	135.5	127.1	128.9	128.9	128.9	133.3	136.3	136.3	136.3
Manufacturing	137.1	141.5	141.9	141.9	135.6	136.7	137.3	137.3	136.5	141.1	141.3	141.3
Food, beverages and tobacco	136.2	142.3	142.9	142.9	134.2	134.4	134.5	134.5	135.2	139.3	139.3	139.3
Textiles; Clothing and footwear	144.8	150.8	153.1	153.1	145.7	152.0	154.9	154.9	142.7	148.4	150.5	150.5
Chemicals, petroleum, coal	144.5	148.0	148.6	148.9	131.7	131.8	131.8	131.8	132.5	135.9	135.9	135.9
Metal products, machinery and equipment	136.1	139.9	139.9	139.9	137.0	139.1	139.4	139.4	132.3	140.1	140.1	140.1
Basic metal products	135.9	139.2	139.3	139.3	139.2	143.4	143.5	143.5	131.5	139.8	139.8	139.8
Fabricated metal products;												
Other machinery and equipment	139.1	145.0	145.2	145.2	137.6	138.7	139.2	139.2	131.6	135.2	135.2	135.2
Transport equipment	134.3	136.8	136.8	136.8	130.7	130.8	130.9	130.9	139.1	146.0	146.0	146.0
Other manufacturing(a)	138.5	142.7	143.4	143.4	134.8	135.1	136.3	136.3	147.3	152.5	152.7	152.7
Construction	134.7	138.7	138.7	138.7	134.8	136.2	136.4	136.4	137.3	140.5	140.5	140.6
Wholesale and retail trade	139.1	143.6	144.3	144.5	137.7	138.3	139.0	139.0	132.4	139.6	140.0	140.0
Wholesale trade	138.6	142.5	143.4	143.6	136.5	136.8	137.5	137.5	133.2	138.3	138.5	138.5
Retail trade	139.5	144.4	145.0	145.3	138.2	139.0	139.7	139.7	132.0	140.2	140.7	140.7
Transport and storage	135.1	139.1	139.1	139.1	132.6	134.3	134.6	134.6	133.6	137.4	137.4	137.4
Finance, property and business services	135.0	138.2	138.2	138.2	129.2	131.1	131.5	131.5	131.2	134.3	134.3	134.4
Community services	135.6	139.9	140.1	140.1	129.4	129.8	129.8	129.8	132.2	136.0	136.2	136.2
All industries(b)	135.6	140.0	140.2	140.3	132.2	133.5	133.8	133.8	133.0	136.7	136.9	136.9

For footnotes see end of table.



**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	NT				ACT				Aust.			
	1990		1991		1990		1991		1990		1991	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	132.6	136.3	136.3	136.3	..	..	..	..	131.1	132.4	132.4	132.3
Manufacturing	133.5	136.2	137.3	137.3	131.2	134.0	134.0	134.0	135.1	139.1	139.3	139.5
Food, beverages and tobacco	135.3	143.5	146.9	146.9	139.7	145.7	145.7	145.7	132.9	135.9	136.4	136.5
Textiles; Clothing and footwear	..	..	..	..	..	..	..	..	143.7	148.0	149.4	149.4
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	132.8	136.1	136.2	136.2
Metal products, machinery and equipment	132.7	133.1	133.1	133.1	131.6	132.7	132.7	132.7	134.4	138.7	138.8	138.8
Basic metal products	132.0	132.0	132.0	132.0	133.1	133.1	133.1	133.1	132.0	136.9	136.9	136.9
Fabricated metal products; Other machinery and equipment	133.4	133.4	133.4	133.4	131.7	132.8	132.8	132.8	136.5	141.6	141.7	141.7
Transport equipment	134.1	137.0	137.0	137.0	129.4	129.4	129.4	129.4	133.3	136.3	136.3	136.3
Other manufacturing(a)	131.6	131.6	131.6	131.6	129.2	129.2	129.2	129.2	138.9	142.9	143.1	143.2
Construction	131.0	131.7	131.7	131.7	129.8	131.4	131.4	131.4	132.6	135.4	135.5	135.5
Wholesale and retail trade	134.1	138.0	138.8	138.8	132.6	135.3	135.6	135.6	137.0	141.9	142.4	142.4
Wholesale trade	132.4	136.6	137.9	137.9	135.1	139.3	139.3	139.3	135.7	140.0	140.6	140.7
Retail trade	134.7	138.5	139.1	139.1	131.7	133.8	134.1	134.1	138.1	143.5	143.9	144.0
Transport and storage	132.4	134.1	134.1	134.1	131.7	135.2	135.3	135.3	132.9	135.4	135.5	135.5
Finance, property and business services	129.1	131.8	131.8	131.8	128.2	130.9	131.2	131.2	130.1	132.6	132.7	132.9
Community services	127.5	148.2	148.2	148.2	129.1	141.6	141.6	141.6	129.4	133.6	133.6	133.6
All industries(b)	130.9	135.2	135.3	135.3	129.7	135.4	135.4	135.4	132.5	136.0	136.2	136.3
<b>FEMALES</b>												
Manufacturing	125.1	125.8	125.8	125.8	132.8	136.8	136.9	136.9	139.0	143.8	144.4	144.4
Food, beverages and tobacco	125.1	125.8	125.8	125.8	135.1	140.2	140.2	140.2	133.9	138.2	138.4	138.4
Textiles; Clothing and footwear	..	..	..	..	143.5	148.9	150.7	150.7	143.8	147.8	149.3	149.3
Metal products, machinery and equipment	..	..	..	..	135.5	139.8	140.5	140.5	138.1	143.6	143.7	143.7
Other manufacturing(a)	..	..	..	..	138.8	144.9	144.9	144.9	140.9	146.8	147.1	147.1
Wholesale and retail trade	132.5	141.1	143.6	144.0	134.5	138.2	138.7	138.7	137.1	142.7	143.3	143.3
Wholesale trade	130.9	139.6	142.8	142.8	135.2	140.4	140.8	140.8	137.4	143.2	143.6	143.6
Retail trade	133.3	141.8	144.0	144.7	134.4	137.9	138.4	138.4	137.0	142.4	143.1	143.2
Transport and storage	133.6	140.2	141.0	141.0	136.5	140.3	141.3	141.3	132.3	135.6	135.8	135.8
Finance, property and business services	132.8	136.9	137.4	137.4	134.5	135.4	137.7	137.7	133.7	137.3	137.4	137.5
Community services	139.5	144.8	144.8	144.8	134.4	140.2	140.3	140.3	134.1	137.8	137.9	137.9
All industries(b)	135.8	140.3	140.7	140.8	133.4	137.6	137.9	137.9	135.0	139.1	139.3	139.3
<b>PERSONS</b>												
Mining	132.8	136.4	136.4	136.4	..	..	..	..	131.2	132.5	132.6	132.5
Manufacturing	132.3	134.8	135.7	135.7	131.5	134.6	134.6	134.6	136.0	140.1	140.5	140.6
Food, beverages and tobacco	131.8	137.4	139.6	139.6	136.7	142.0	142.0	142.0	133.1	136.5	136.9	136.9
Textiles; Clothing and footwear	..	..	..	..	143.5	148.9	150.7	150.7	143.8	147.9	149.3	149.3
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	134.1	138.0	138.0	138.1
Metal products, machinery and equipment	132.7	133.1	133.1	133.1	132.0	133.4	133.4	133.4	134.9	139.4	139.5	139.5
Basic metal products	132.0	132.0	132.0	132.0	133.1	133.1	133.1	133.1	132.1	136.9	136.9	136.9
Fabricated metal products; Other machinery and equipment	133.4	133.4	133.4	133.4	132.0	133.5	133.5	133.5	136.9	142.1	142.2	142.2
Transport equipment	134.1	137.0	137.0	137.0	129.4	129.4	129.4	129.4	134.1	137.3	137.3	137.3
Other manufacturing(a)	131.6	131.6	131.6	131.6	130.5	131.3	131.3	131.3	139.2	143.6	143.8	143.8
Construction	130.6	132.0	132.2	132.2	129.7	131.4	131.4	131.4	132.7	135.6	135.7	135.7
Wholesale and retail trade	133.5	139.1	140.6	140.7	133.3	136.3	136.6	136.6	137.0	142.2	142.7	142.7
Wholesale trade	131.8	137.9	140.0	140.0	135.1	139.5	139.6	139.6	136.1	140.9	141.4	141.5
Retail trade	134.2	139.6	140.8	141.0	132.8	135.4	135.8	135.8	137.7	143.1	143.6	143.6
Transport and storage	132.6	135.3	135.4	135.4	132.3	135.8	136.0	136.0	132.8	135.4	135.6	135.6
Finance, property and business services	130.9	134.2	134.4	134.4	132.2	133.7	135.2	135.2	131.8	134.9	135.0	135.1
Community services	135.3	146.0	146.0	146.0	131.6	140.9	141.0	141.0	131.9	135.9	135.9	135.9
All industries(b)	132.7	137.1	137.3	137.3	131.0	136.2	136.3	136.3	133.3	136.9	137.1	137.2

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 31 of the Explanatory Notes.



## EXPLANATORY NOTES

### Introduction

This publication contains indexes for weekly and hourly award rates of pay for full-time adult wage and salary earners. These indexes have been compiled on a monthly basis since the base month of June 1985.

2. The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Producer and Foreign Trade price indexes. It is based on a representative 'basket' of award rates of pay. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general *trends* in award rates of pay over time. They do not measure relative *levels* of average award rates of pay between States, industries, awards and occupations.

3. All award rates of pay series are expressed as index numbers with a reference base of June 1985 = 100.0. The base for the new series of June 1985 was determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985.

4. The December 1987 issue of this publication contains the first release of these series. That issue provides a large number of series covering the period from June 1985, as well as four appendixes containing:

- distribution of the weights used to construct the indexes;
- weighted average minimum standard hours at the base period;
- weighted average minimum award rates of pay at the base period; and
- factors for linking the current and previous series.

5. These series replace an earlier series which covered the period June 1976 to November 1987. Note that separate indexes for wage earners and wage and salary earners are not provided in the current series, because of difficulties in distinguishing wage and salary earners in award documentation or in the survey from which employment numbers were obtained. For more information regarding the methodological and conceptual differences between the previous series and the current series, refer to *Information Paper : Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

### Scope and coverage

6. The award rates of pay for full-time adult employees, which are normally varied in accordance with awards, determinations or registered collective agreements, have been selected in the indexes. As at June 1985, the indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3 per cent of full-time adult employees are covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a Federal or State wage fixing authority). For statistical purposes these have been considered to be similar to awards. The rates prescribed in the more

important of these, such as the collective agreement between the State Transport Authority of Victoria and some of its employees, have been included in the indexes.

7. Rates of pay applicable to approximately 16 per cent of full-time adult employees who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered agreement.

### Collection of award information

8. Information on award rates of pay for selected classifications is obtained from a variety of sources. The primary updating sources are advices of award variations determined or authorised by industrial tribunals. A number of secondary sources are also used including the Employers' Federation of N.S.W. and the Victorian Employers' Federation. Information obtained by these means is used to update award rates of pay for each selected classification on a monthly basis and used for the compilation of the monthly indexes.

### Design of the indexes

#### *Selection of the classifications*

9. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, the award under which they are covered and their award classification.

10. This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

11. A sample of approximately 700 awards and 5,500 award classifications has been selected for inclusion in the indexes.

#### *Compilation*

12. Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

#### *Weighting*

13. The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the indexes is shown in Appendix A of the December 1987 issue of this publication.

14. Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated employment coverage of each award. All 200 major awards have been included in the indexes, while only a



sample of approximately 500 minor awards have been included. For classifications selected within major awards, the employment benchmarks have been inflated in the indexes to account for the total employment within the award. For classifications selected within minor awards, employment benchmarks have been inflated in the indexes to account for the total employment coverage of all minor awards.

#### *Limitations of weighting*

15. The indexes are fixed weight indexes. The weights of the indexes need to be reviewed periodically because of the problems inherent with having fixed weight indexes. In particular, the indexes are not responsive to changes in the structure and coverage of awards, and are likely to become less representative and therefore less reliable over time. An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the indexes means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old weighting structure must be used.

16. Another example of the problems that can occur with fixed weight indexes concerns second-tier variations (March 1987 National Wage Case decision). In general, second-tier variations have been applied to all employees covered by an award. In some cases however, the second-tier increase has only been granted to a proportion of the employees covered by the award. Because of the fixed weights of the indexes a partial increase to the award cannot be included in the indexes. In such cases the indexes are varied if the increase applies to the majority of the employees covered by the award.

#### **Revision of the indexes**

17. In some cases, when awards etc. are varied, the new award rates are made retrospective. In addition there is sometimes a considerable delay in the receipt of notification of changes in award rates in respect of the classification included in the indexes. Because of these factors the figures in this publication are subject to revision. Revisions for States, industries and occupations are included in this publication. Revised figures for each industry and occupation group in each State are available on request.

#### **Definitions**

18. The *award rates of pay* used in the compilation of the indexes :

##### *Include*

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance); and
- (ii) supplementary payments when they are specified within the award.

##### *Exclude*

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not

reflect the true level of remuneration of these employees; and

- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

19. The *weekly award rates of pay series* for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

20. The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

21. Estimates of *standard weekly hours of work* previously included as an appendix to the June and December issues of this publication can now be obtained on request via a special data service. Inquiries should be made to Andrew Gibbs on (06) 252 6581. These estimates apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.

22. Estimates of the *weighted average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C of the December 1987 issue of this publication.

#### **Reliability of indexes**

23. Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

24. Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns; and in relating the figures to comparable statistics, these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, non-sampling error may occur in the survey where employers are uncertain of the precise awards and classifications which cover their employees.

#### **Comparability of results**

25. When comparisons are made between period-to-period movements in the Award Rates of Pay Indexes (ARPI) and movements in Average Weekly Ordinary Time Earnings (AWOTE) for full-time adults published in *Average Weekly Earnings, States and Australia* (6302.0) it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered



under awards which are not industry or occupation-wide in their application such as site, travelling, height or dirt allowances, are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments such as shift penalty payments and over-award pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is also affected by compositional changes in the labour force. However ARPI is not similarly affected, being fixed-weight indexes constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employee Earnings and Hours. It is subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons between the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope, and definitions used in compiling AWOTE is featured in Catalogue No. 6302.0.

#### Classification of industry and occupation

26. Industry is classified according to the *Australian Standard Industrial Classification (ASIC)*, 1983 (1201.0). Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO)* (1222.0).

#### General increases in award wages

27. Details of general increases in award wages as a result of wage hearings since 1980 are included as an appendix to those issues of this publication which correspond to the month in which general wage increases have been awarded. Information for earlier periods was published in *Labour Statistics, Australia, 1980* (6101.0) and earlier issues of that publication.

#### Related publications

28. For details of previously published indexes reference should be made to previous issues of this publication and the following publications:

For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)

For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)

For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)

For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)

For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0).

29. Users may also be interested in the following publications:

*Information Paper: Award Rates of Pay Indexes* (6343.0)

*Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) and final publication *Distribution and Composition of Employee Earnings and Hours, Australia*, (6306.0) — annual

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Award Coverage, Australia, May 1990* (6315.0)

*Industrial Disputes, Australia* (6321.0) — issued monthly

*Industrial Disputes, Australia* (6322.0) — issued annually

*Trade Union Statistics, Australia* (6323.0) — issued annually

*Labour Statistics, Australia* (6101.0) — annual

*A Guide to Labour Statistics* (6102.0) — annual

*Labour Statistics in Brief* (6104.0) — annual

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage*

30. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue of Publications and the Publications Advice are available from any ABS office.

#### Unpublished statistics

31. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries for unpublished statistics related to this publication should be made to Andrew Gibbs on (06) 252 6581, or to Information Services in the nearest ABS office.

#### Symbols and other usages

... not applicable

32. As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in Tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

#### Forthcoming issues

33. The following table shows the dates on which the *Award Rates of Pay Indexes, Australia* (6312.0) publication is expected to be released.

Issue		Expected Release Date
1991	December	14 February 1992
1992	January	13 March 1992
	February	10 April 1992
	March	15 May 1992





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